

CLINICAL SPECIALIST

DEFINITION: Under general direction, performs professional work of considerable difficulty with responsibility to establish and provide culturally appropriate treatment services and maximize services to clients in outpatient, inpatient, individual and group therapy, aftercare and prevention activities; performs related work as assigned.

ESSENTIAL FUNCTIONS: This list is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and tasks performed by incumbents of this class.

TASKS:

Plans, develops and implements comprehensive treatment programs which incorporate western and traditional/native approaches, techniques and methods; assists and coordinates professional and paraprofessional treatment staff and services using a multi-disciplinary team approach; develops, implements, monitors and evaluates treatment protocol; ensures professional and paraprofessional staff certification and/or licensure, as required; conducts and provides for training in treatment modalities, collaboration, and networking.

Assigns and evaluates clinical staff caseloads and standards; provides clinical consultation, specialized intervention and treatment referrals; collaborates with subcontractors in developing and implementing clinical services; participates in monitoring and evaluating subcontractors; develops and implements standards for research, data collection and data analysis; prepares complex clinical reports; enforces adherence with tribal, state and federal laws, policies, regulations and procedures; assists in preparing clinical service needs budget.

KNOWLEDGE, SKILLS AND OTHER CHARACTERISTICS:

Knowledge of applicable Navajo Nation, federal, state, and local laws, statutes, ordinances, rules, regulations, policies and procedures.

Knowledge of the principles and practices of psychology, social work or required field.

Knowledge of the principles and practices of the counseling profession.

Knowledge of the 12 core functions of counseling substance abuse patients.

Knowledge of the traditional behavioral techniques used in diagnosing patient problems.

Skill in selecting appropriate counseling methods such as traditional healing therapy, psychotherapy, family therapy.

Skill in communicating effectively both in oral and written modes.

Skill in interacting with patients from various social, economic, cultural, spiritual and psychological backgrounds.

Skill in developing and implementing therapeutic techniques for patients.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT: Work involves minimum physical effort interacting with patients in an office setting.

MINIMUM QUALIFICATIONS:

- A Master's degree in Counseling, Behavioral Science, Psychology, Social Work, Health Service Administration or related field; and three (3) years supervisory experience, two (2) years of which must have been in a clinical setting.

PREFERRED QUALIFICATIONS:

- Licensed Behavioral Health Professional.
- Four (4) years of experience in a clinical setting.

THE NAVAJO NATION

Class Code: 3750
Community Education and Counseling Series
Behavioral Health Group
Overtime Code: Exempt
Pay Grade: 67

CLINICAL SPECIALIST

SPECIAL REQUIREMENTS:

- Possess a valid State or National Certification and/or Licensure in one of the following: a Certified Professional Counselor, Licensed Marriage and Family Therapist (LMFT) or Licensed Independent Social Worker (LISW).

Depending upon the needs of the Nation, some incumbents of the class may be required to demonstrate fluency in both the Navajo and English languages as a condition of employment.